

2015 CITY OF SAN JOSE – MEF/CEO NEGOTIATIONS

MEF COUNTERPROPOSAL TO CITY – LEAVES

City Proposed Language:

ARTICLE 10 LEAVES

10.2.2 Vacation Leave. Use of accrued vacation or personal leave is subject to the advanced approval of the Department Director or designee. Any and all leaves granted pursuant to this Article shall be granted at such time or times as will not reduce the number of employees below that which is reasonably necessary for the efficient conduct of the public business of such department, except no employee who is authorized to take a leave for vacation purposes shall be required to commence such leave at a time other than the beginning of a work week, unless the employee elects or consents to commence such leave at another and different time. Employees shall submit written requests to their immediate supervisor or designee for all vacation leave in advance and as early as practical. Written response to the leave request will be provided back to the employee within ten (10) working days of the receipt of the written request. If a written response is not received by the employee within ten (10) working days, the request may be submitted to the Department Director or designees and/or the Office of Employee Relations. Nothing in this section shall interfere with an established vacation scheduling procedure.

**This agreement is considered tentative and shall not be considered final or binding until a final agreement on all terms has been reached and both ratified by union members and approved by the City Council.*

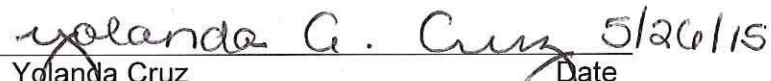
FOR THE CITY:


Jennifer Schembri

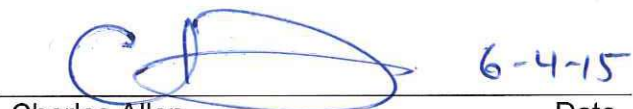
Interim Director of
Employee Relations


Date

FOR THE UNION:


Yolanda Cruz
President
MEF, AFSCME Local 101

Date


Charles Allen
Business Agent
AFSCME, Local 101

Date